Descriptions of Ratings:

4 - A teacher at Level 4 exceeds the best practices of Level 3 through innovation, flexibility, and creativity for an indicator. The teacher at Level 4 is recognized as a leader in this area and could be called upon to model skills/competencies or assist in the development of this skill with colleagues.

3 - A teacher at Level 3 demonstrates appropriate best practice for an indicator, engages and guides students, differentiates practice and monitors the results. A teacher at this level is student-centered and focuses on the skills and strategies which result in increased student progress. The Level 3 teacher demonstrates mastery of this indicator.

2 - A teacher at Level 2 demonstrates strategies for an indicator but does not yet monitor its effectiveness on student learning. A teacher at this level is progressing toward applying effective practices leading to the accomplishment of the indicator, but needs some assistance in mastering the skills necessary to positively effect student progress.

1 - A teacher at Level 1 may demonstrate a strategy for an indicator but it is incorrect or ineffective. A teacher at this Level must improve his/her understanding and application of strategies for this indicator to correct or avoid negative effects on student progress.

	Indicators	Rating 1	Rating 2	Rating 3	Rating 4	Total Points
DOMAIN 1: **Designing and Planning Instruction**	**1.1 Establishes appropriate goals and objectives aligned to State Standards** · **Long-term planning in place** · **Reflected in curriculum maps**					
	1.2 Makes instructional planning decisions based on qualitative and quantitative assessment data.					
	1.3 Activities and lessons are: · **Aligned with standards** · **Related to the identified objective** · **Sequenced from basic to complex** · **Built on prior student knowledge, promote higher order thinking and are relevant**					
	1.4 Adapts instructional opportunities for diverse learners · **Includes a variety of materials, methods and resources** · **Includes learning experiences for students which address a variety of cognitive levels** · **Plans accommodations or modifications for individual student success**					

	1.5 Teacher is prepared: • **Daily planning evident** • **Materials prepared and accessible**					
	1.6 Engages in on-going reflection to promote student achievement					
DOMAIN 1: **OVERALL RATING**		0	0	0	0	0
DOMAIN 2: **Assessing and Analyzing Student Learning**	**2.1 Uses a variety of formative and summative assessments to drive instruction**					
	2.2 Assessments are aligned with state standards and instruction					
	2.3 Assessments have clear, measurable criteria					
	2.4 Feedback from students is regularly used to monitor and adjust instruction					
	2.5 Continuously enrolled students assigned to this teacher demonstrate academic progress as measured by valid and reliable quantitative assessment data over time	Fill in teacher overall weighted average (OWA) here: [ ]			0.00	33% Weight
DOMAIN 2: **OVERALL RATING**		0	0	0	0.00	0.00
DOMAIN 3: **Creating and Sustaining the Environment**	**3.1 Creates an environment based on respect and effective relationships with students**					
	3.2 Establishes and maintains classroom procedures and rules					
	3.3 Responses to student behavior are appropriate and consistent					
	3.4 Encourages the student to demonstrate self-discipline and responsibility to self and others.					
	3.5 Creates a classroom culture that promotes the development of intrinsic motivation to learn					
	3.6 Safe and adequate organization of physical space provides equitable access to learning and the use of resources, materials and technology					
	3.7 Strategies are in place for effective transitions					
DOMAIN 3: **OVERALL RATING**		0	0	0	0.00	0

DOMAIN 4:	4.1 Demonstrates knowledge of the subject matter					
	4.2 Clearly communicates objectives and state standards to students					
Implementing and Adjusting Instruction	4.3 Provides clear written and/or oral communication to students					
	4.4 Instructional pace maximizes time for student work, student reflection, and lesson and unit closure					
	4.5 Uses research-based classroom strategies and grouping techniques					
	4.6 Promotes student engagement and student questions addressing needs of all learners					
	4.7 Encourages critical thinking, creative thinking and problem solving					
	4.8 Uses effective questioning and discussion techniques					
	4.9 Provides on-going feedback to students during instruction					
	4.10 Uses a variety of instructional resources, including technology					
	4.11 Demonstrates flexibility and responsiveness based on student needs					
	4.12 Models the skills, concepts, attributes, or thinking processess to be learned					
DOMAIN 4: OVERALL RATING		0	0	0	0	0

DOMAIN 5: Professional Responsibilities	5.1 Supports school and district vision, mission, beliefs and policies while abiding by the ethics of the profession					
	5.2 Collaborates, plans, supports and interacts with colleagues in a professional manner					

	5.3 Reviews and evaluates overall performance and responds to employer feedback in order to plan for and engage in high-quality professional development					
	5.4 Performs non-instructional duties · Maintains accurate, confidential and timely student records · Participates in required meetings · Is punctual · Maintains a professional day · Completes assigned tasks by established deadlines					
	5.5 Communicates student achievement and progress to students, their parents, and others as appropriate					
	5.6 Continuously enrolled students at the school demonstrate academic progress measured by valid and reliable quantitative assessment data over time	Fill in teacher overall weighted average (OWA) here:			0.00	17% Weight
DOMAIN 5: OVERALL RATING			0	0	0.00	0.00	0.00

Domain 1	0	GRAND TOTAL	0.00
Domain 2	0.00		
Domain 3	0		
Domain 4	0		
Domain 5	0.00		
GRAND TOTAL	0		

The instrument provided here is for reference only.
The evaluator user form is provided electronically.

Rating Values
1 = 0 Points
2 = 1.46 Points
3 = 1.79 Points
4 = 2.12 Points
The point system was developed to meet legal requirements regarding weighting of student progress data.

Teacher Signature:_____   Date: _____

Evaluator Signature: _____   Date: _____

_____   Date: _____

_____   Date: _____

Teacher Comments (optional):_____

_____

_____

Administrator Comments: See Attached Narrative

PROFESSIONAL DEVELOPMENT PLAN INFORMATION

_____Results of evaluation require Needs Improvement Plan *
_____Professional Growth Plan attached

Teacher's Signature: _____Date:_____
Evaluator's Signature:_____Date:_____
_____Date:_____
_____Date:_____

EMPLOYMENT RECOMMENDATION
(To be initialed by PRINCIPAL at final evaluation of the year)

_____I RECOMMEND that this employee be offered a contract for the ensuing year.
_____I RECOMMEND this employee for continuing status. (Use for third year probationary
teachers only.)
_____NOT APPLICABLE (specify reason):_____
_____I DO NOT RECOMMEND that this employee be offered a contract for the ensuing year.

Date:_____

Note: An Improvement Plan MUST BE DEVELOPED if ratings of "1" are given.
Copies to: Human Resources – School - Employee